

4th Brigade, 95th Division (IT)

“THE CONNECTION”

8020 Army Drive, Grand Prairie, Texas 75051

This is an authorized unofficial 4th Brigade bulletin

Oct 2000, Issue #3

BRIGADE COMMANDER

Welcome to the second addition of “The Connection” Again I want to emphasize that this bulletin is intended to be a communications tool for all the soldiers of the fourth brigade. I look at this as my opportunity to speak to all the soldiers of the 4th brigade

First some good news. We continue to grow and add more soldiers to the 4th brigade. As of 10/1/00 our strength was at 624. At the same time last year we had 535 assigned. Our strength gains are due to the efforts of many soldiers in the nine-state area. I would like to thank all responsible for this impressive gain. It is apparent that many of you are following my guidelines to be actively involved with your local recruiter and always looking for opportunities to tell the story of your particular unit and how great it is to be a part of the U. S. Army.

Second, some challenges. In the past we have not done a good job in many areas regarding paperwork. Specifically, Evaluation reports have not been done promptly in the past. Many soldiers in the 4th brigade had not received evaluation reports for three years. Also, reports that I receive regarding blank and invalid data in the records for all soldiers is way too high. This problem is being addressed with the leadership of this brigade. I will not accept what has occurred in the past.

As you all know, we have a new commanding general – MG Robert Silverthorn who has been on board since May. A major initiative of the CG is the implementation of AR 5-1. This document provides the roadmap of how things will operate now and into the future. Every senior NCO in the brigade needs to take time and read this document. This has been e-mailed to the senior leadership at the battalions. Commanders, if you have not done already, make sure all your soldiers get a copy of AR 5-1.

The gist of 5-1 is to establish a leadership philosophy and its related management system. The measurements of excellence are very similar to FOCUS 2000, which we have been on this past year. Some examples of objectives are: strength, attrition. MOSQ, Instructor qualification, IDT participation and Surepay percent. We all have objectives that have been set out and agreed upon, the major ones being to achieve a deployable rating per the Unit status report and to achieve Accreditation for our TASS battalions. The regulation gives a roadmap on utilizing Action plans to achieve major objectives. These action plans support our missions and will receive priority funding. This ties our Yearly Training Plan and Yearly Training Calendar and to our funding priorities.

We have achieved deployable status for all the units in the 4th brigade. This is outstanding and needs to continue to improve until we are at 85% Duty MOS qualification for all units. All battalions achieved

accreditation in TY99 and will be undergoing accreditation this year. To summarize, our major objectives are to improve our readiness as measured by the Unit Status Report, and maintain Accreditation as determined by inspection this year from our proponent schools.

VICTORY TEAM

COL Tuttle

COMMAND SERGEANT MAJOR

A Leadership Primer, Lesson 2

“The day soldiers stop bringing you their problems is the day you have stopped leading them. They have either lost confidence that you can help them or concluded that you do not care. Either case is a failure of leadership.” Gen. (Ret.) Colin Powell

Since the end of Desert Storm and with advent of the so called: “downsizing/rightsizing” era that followed in the mid-90’s, many of us have been asked or directed to do more with less! What has occurred over the years that followed is the information highway (email) one-way communications as a fix to the “more with less” way of doing business. Many of us are now losing our interpersonal relationship skills. Also, many of us tend not to take or seem to have the time to be more effective listeners. Most junior soldiers look to the chain of command for help, guidance and direction. Never forget that we all started our careers at their level and have progressed to where we are today. I am sure that each and everyone had a leader who listened and then acted on our problem or concern. The word “teamwork” becomes meaningless when our leaders fail to address our concerns. When the leader fails to follow-up, the individual believes or concludes that they no not care. Being a leader and a mentor is an awesome responsibility, do not take that lightly!

Noncommissioned Officer Evaluation Report (NCOER)

As I travel around and talk to soldiers, I often ask has your rater counseled you on your current NCOER? In almost all cases, I get this blank stare – a pause – and then I don’t think so? This is not taking care of our most precious asset, the individual soldier. I do not need to reinvent any rules or directives in this area. Accurate and timely submission of an NCOER is critical to ensure the proper recognition and management of our soldiers. First line leaders are required to counsel and ensure the accurate and timely submission of the NCOER.

What is the NCOER designed to do in the first place? Army Regulation 623-205 states:

- (1) Strengthen the ability of the NCO Corps to meet the professional challenges of the future through the inculcation of Army values and basic NCO responsibilities. The continued use of Army values and NCO responsibilities as evaluation criteria provides and re-enforces a professional focus for the rating chain’s view of performance. Over time this results in acceptance of the values and NCO responsibilities, better performance, and a stronger NCO Corps.
- (2) Ensure the selection of the best qualified noncommissioned officers to serve in positions of increasing responsibility by providing rating chain view of performance/potential for use in centralized selection, assignment and other Enlisted Personnel Management System (EPMS) decisions. The information in evaluation reports, the Army’s needs, and the individual NCO’s qualifications are used together as a basis for such personnel actions as school selection, promotion, assignment, military occupational specialty (MOS) classification, CSM designation, and qualitative management.
- (3) Contribute to Army-wide improved performance and professional development by increased emphasis on performance counseling. Evaluation reports provide the NCO formal recognition for performance of duty, measurement of professional values and personal traits, and along with the DA Form 2166-7-1 are the basis for performance counseling by rating officials. Senior/subordinate

communication is necessary to maintain high professional standards and is key to an effective evaluation system.

Each NCO has a responsibility in this process. I expect the first line leader to execute, and I also expect that a soldier who has not been counseled or received their annual rating to raise many questions of “why” this has not occurred. I expect follow-up and redress when it has not been rectified!

Command Sergeant Major Grimes

BRIGADE S1

DATE LAST EVALUATION REPORT (DLER)

The DLER is used to monitor the soldier's last evaluation and to determine when the next one is due. It is imperative that this field is updated in RLAS as evaluations are completed and forwarded for processing. From this point forward, the Brigade S1 will monitor this field on a **weekly** basis. Evaluations that are complete yet not updated in RLAS will consistently be reported as delinquent. Ensure that this field is updated on a regular basis.

APFT & WEIGH-IN

Make sure that when you update your APFT and Weigh-in data that you update it on the Personnel side (PQR), even if you are updating through the Training side. Information posted to the Training Module apparently is NOT showing up in the Personnel Module and that is where they are getting the Blank and Invalid reports from, so make sure that you are updating the Personnel Module also.

FAMILY CARE PLANS

The USARC and 95th Division Commanders have placed special emphasis on this subject. Not having a Family Care Plan in place can cause delays and problems for deploying soldiers. The Brigade S1 is monitoring and will be reporting your statistics and progress monthly. Below is a review of the Brigade:

<u>UNIT</u>	<u># Required</u>	<u># Approved</u>	<u># Pending</u>
HHD	4	3	1
7 th	NO INFORMATION PROVIDED		
8 th	7	0	7
9 th	7	1	6
Ord	12	0	12
RTS-M	4	4	0

HOMOSEXUAL CONDUCT

There is a **mandatory** Homosexual Conduct Training requirement that had a suspense of 27 Mar 00. We still have not completed this DA directed action. Forward class sign-in rosters to Mr. Scott via fax 972-343-4193. **MAKE IT HAPPEN!**

<u>UNIT</u>	<u>Untrained</u>
HHD	0
7 th BN	25
8 th BN	116
9 th BN	75
Ord BN	49
RTS-M	0

BIOGRAPHICAL SUMMARY'S

All officers and E8 & above personnel are required to submit a biographical summary or resume.
Forward to 2LT Ubamadu via fax 972-675-4008 or email: deleon5@flash.net.

RETENTION

SFC Frost

BRIGADE S3

Training

Who	What
Instructors and Area Coordinators	If you cannot take the record APFT with your unit IAW 95 th Division policy, you must take the record APFT with a 95 th Division HQ unit. 4 th Brigade will be conducting the APFT on 13 OCT 2000 (Friday) at 1830 hours and on 14 OCT 2000 (Saturday) at 0745 hours. The location for both days will be the USAR Center, 8020 Army Drive, Grand Prairie, Texas. The 95 th Division Commanding General is expected to be present for the Saturday APFT.
S-3 personnel and Area Coordinators	Read USARC Regulation 350-XX (draft) and submit suggested improvements on DA Form 2028 to DCSOPS.
Test Control Officers	Review Appendix E of USARC Regulation 350-XX (draft) for suggestions on information to include in your Test Control SOP.
Training Officers / NCOs	Include ODP / NCO DP on training schedules every month and submit training schedule updates to the Brigade S-3 on a monthly basis.
BN Cdrs	Provide your subordinate unit 2001 Yearly Training Guidance (YTG) to the Brigade S-3 ASAP.

Security

Who	What
S-2 personnel	If you (or members of your section) are an E-8 or higher and your security clearance is outdated or you were notified by CPT T. Woodard, bring in your EPSQ form.

Operations and Plans

Who	What
BN S-3 / Ops NCO / SA	Instructor assignments are required ASAP from those units who have not provided this information to the Brigade S-3.
S-1 personnel	Additional duty appointment orders are due. The only unit that has submitted theirs is 7 th BN.
BN Cdrs	Movement Plans are coming along. Most are in revision but are looking pretty good.

BRIGADE S4

The availability date for the new Improved Physical Fitness Uniform (IPFU) is fast approaching. The Army plans to have AAFES and clothing issue points stocked by August 2000. Since the mandatory possession date for the IPFU is 1 October 2001. By mandatory possession date soldiers are required to have one jacket, one pair of pants, two pairs of trunks, two short-sleeved t-shirts and one long-sleeved t-shirt. The wear out date of the current APFU (Army Physical Fitness Uniform) is 30 September 2003.

UPCOMING EVENTS

Blood Drive - 11 Nov, 0900-1400, HHD, 4th Brigade, Bldg

Veterans Day – 11 Nov, 1500, National Cemetery, Grand Prairie

11 Nov, 1100-1230, Dallas Parade

Adopt-A-Family – 12 Nov, Drop-off Thanksgiving Meal to Adopted Family

Canned Food Drive 11 Nov – 10 Dec, HHD & ORD

